

**DEPARTMENT OF THE ARMY  
51ST TRANSPORTATION COMPANY (PLS)  
UNIT 30020  
APO AE 09166**

AETV-SCS-TB

28 MAY 2001

MEMORANDUM FOR 51<sup>st</sup> Transportation Company Soldiers

SUBJECT: Policy Letter #4, Sexual Harassment

1. PURPOSE. To ensure all soldiers, family members, and civilian employees of the 51<sup>st</sup> Trans Co. are aware of my policy on Sexual Harassment.
2. APPLICABILITY. All soldiers assigned to 51<sup>st</sup> Transportation Company.
3. BACKGROUND. Sexual harassment is a form of sex discrimination involving unwelcome sexual advances, requests for sexual favors or physical conduct of a sexual nature.
4. POLICY.
  - a. The Army's policy on sexual harassment states that it is unacceptable conduct and will not be tolerated. I wholeheartedly support the Army's policy and am committed to its enforcement. We are all responsible for eliminating sexual harassment. Sexual harassment destroys teamwork and negatively affects readiness.
  - b. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, or other verbal/physical conduct of a sexual nature. Any soldier or civilian employee in a supervisory position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job or another is engaging in sexual harassment. Moreover, anyone who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment. Any behavior similar to the above mentioned will not be tolerated.
  - c. Individuals who believe themselves to be victims of sexual harassment should make it clear to the offender that the behavior is offensive and request that they stop. Additionally, victims should report it their supervisor, chain of command, Battalion EOL, or IG. All members of the command have the right to present complaints without fear of intimidation or further harassment.
5. SUPERSESSION. This policy letter supersedes all other 51<sup>st</sup> Trans Co. Sexual Harassment Policies.
6. EXPIRATION. This policy letter expires 28 MAY 2002.

KRISTEN A. NELSON  
CPT, TC  
Commanding